



Health Department marks 140 years of service

The Springfield-Greene County Health Department marked 140 years of service to the community last month. On July 14, 1873, the City of Springfield established what was then known as the Department of Health. City of Springfield and Greene County health departments were combined about a century later in 1976.

Over the years, the health department has been at the center of various health and safety issues in the community.

Many, such as the Spanish influenza pandemic of 1918, were serious threats to lives.

Some, like aiding in the infamous search for loose cobras in 1953, were more about addressing panic than pandemics.

From the 1940s through 2005, when the Jordan Valley Community Health Center took over the duties of the "City Clinic," the department focused in part on providing direct medical care for the indigent and uninsured.

Today, the department's full-time staff of about 100 serves a combined population of



Scrapbooks document decades of the Health Department's 140 years of service to the Springfield/Greene County community, including a May 1, 1977 article about the facility's potential to add nine additional floors.

approximately 277,000 people throughout Greene County.

The department carries out its mission of helping people live longer, healthier, happier lives through programs like immunizations, communicable disease tracking and an STD clinic; environmental programs

such as restaurant inspections and animal control; and a nursing staff that aids high-risk infants and their families. The department's Women, Infants & Children (WIC) supplemental nutrition program is one of the largest in the state.

The department has also placed

► See Health on page 2.

Police Department promotes 4 with ceremony

The Springfield Police Department held a promotion ceremony on Wednesday, July 17, at the Springfield Regional Police and Fire Training Center.

The SPD promoted three sworn officers and one civilian employee.

Captain Jim McCulloch was promoted to the rank of Major and has been with the department since 1992. Major McCulloch is now assuming

the responsibilities of the Investigative and Support Services Bureau.

Lt. Greg Higdon was promoted to the rank of Captain. He has been with the department since 1995 and is currently assigned to the Uniform Operations Bureau.

Cpl. Eric Wahlquist was promoted to the rank of

► See Police on page 3.



Springfield POLICE

Support for Regal-Beloit Workforce Development helps those who lost their jobs.

3

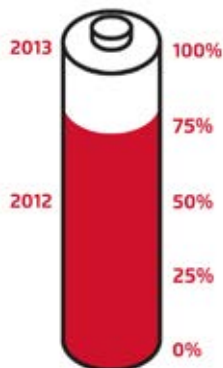
Follow the Goose!
See who has received the Golden Goose Award this month.

6

Do you know?
Get to know **Justin Wilson**, Parks ranger.

7

AED Progress



Are you certified in CPR/AED?

The City is nearing the end of a year-long campaign to get all employees trained in CPR/AED. As of the end of July, we are at 81 percent. Want to get trained on how to save a life? Visit <http://sharepoint/fireservices/Lists/Calendar/calendar.aspx> or call Brian Athen at 864-1521 to sign up for the half-day class.

Labor Day Splash-n-Sizzle, Sept. 2

Pool admission is \$1 or a canned food item all day (1-6:30 p.m.) All food collected goes to Ozarks Food Harvest.

Dog Swim X Sept. 3, 4-7 p.m.

Labor Day is the last day for humans to swim. Canines, however, are invited to dog paddle in Fasnacht Pool Tuesday, Proof of vaccination is required and preregistration is strongly recommended. Registration is \$8 per dog and dog owner; additional humans are \$3. All proceeds benefit Cruse Dog Park, Springfield's first off-leash dog park.

a renewed focus on chronic disease prevention to help the community address issues such as diabetes, obesity, smoking and heart disease.

Throughout the coming weeks, the department's Web site health.springfieldmo.gov, will be updated with a timeline looking back at various episodes of public health history in Springfield and Greene County.

What is Public Health?

Public health encompasses a variety of functions and services that protect the health of the community and help citizens live longer, healthier, happier lives.

This includes connecting citizens to community health services; developing policies to promote a healthy community; educating our community about public health issues; enforcing city ordinances; evaluating current community health programs; monitoring, identifying, and investigating potential health threats; and partnering with other community organizations to address local health issues.

Organization

The department is organized into five divisions: Administration; Community Health & Epidemiology; Environmental Services; Maternal, Child, & Family Health; and Planning.



Taken in late 1966 or early 1967, then-Lab Director Harold Bengsch and analyst Bob Stone test milk samples. "At the time this picture was taken, we were routinely testing milk from over 1,300 dairy herds in southwest Missouri," Bengsch said.



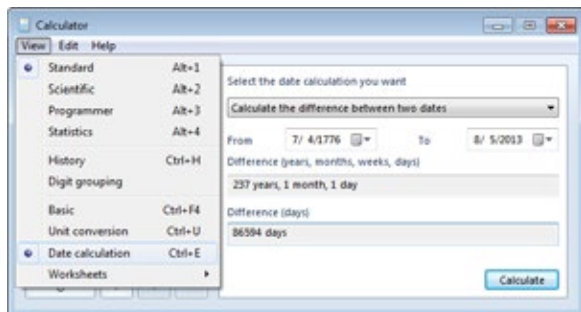
The "Big Latch-On" event held Aug. 2 by the Health Department's WIC program was a success, with 40 moms and babies attending. The Big Latch-On is a worldwide event in which groups of breastfeeding women come together in celebration of World Breastfeeding Month and nurse their child for at least one minute.

Hints from the Help Desk

Windows 7 – Advanced Calculator

Microsoft added some pretty nifty features to the Calculator program in Windows 7, but not many people know about them. You can utilize the

calculator in several new ways to figure out date calculations or even a mortgage payment. You can find the Calculator program by going to the Windows 7 start button in the bottom left of your desktop and typing "calc" in the search box.



SCENE

[SPRINGFIELD CITY]

EMPLOYEE NEWS EXTRA

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MISSION

We are committed to working with the community to provide ethical and responsible local government so that everyone can enjoy the benefits of living and working in Springfield.

Additional City info is available on our Web site at www.springfieldmo.gov. Videos may be viewed on **CityView** on the Web or on Mediacom channels 15.1 and 80 and AT&T U-verse channel 99.

SCENE Deadline Aug. 16, 2013

Please direct your submissions to the Department of Public Information. Submissions and ads via e-mail are preferred: thescene@springfieldmo.gov



printed on recycled paper

Sergeant. Sgt. Wahlquist began his career at the department in 1989 and has been serving in the Uniform Operations Bureau. Sgt. Wahlquist's promotion was effective July 28.

Tracy Mills was promoted to Investigative Services Specialist Supervisor. She has been with the department since 2007 and, prior to her promotion, was an Investigative Services Specialist (ISS) in the Criminal Investigations Unit. She now supervises the ISS staff.



Chief Paul Williams and Major Jim McCulloch.



Chief Paul Williams and Captain Greg Higdon.



Chief Paul Williams and Sgt. Eric Walquist.

About SPD

The Springfield Police Department is an Accredited Law Enforcement Agency comprised of an authorized strength of 331 sworn officers and 80.5 civilian employees.

SPD serves a population of approximately 159,621 located in 82.5 square miles. The department is organized into two bureaus: Investigations & Support Services and Uniform Operations. Springfield is divided into three zones comprised of eight beats. Officers assigned to a beat work a 4-10 schedule.



Chief Paul Williams and ISS Supervisor Tracy Mills.

Workforce Development helps former Regal-Beloit employees

Workforce Development staff are assisting Regal-Beloit employees affected by the scheduled closure of the plant in 2014.

The department offers a variety of services for dislocated workers through the Missouri Career Center – a one-stop shop for job hunters and employers looking for workers. In the event of a company closure, the Missouri Career Center offers a variety of rapid response services.

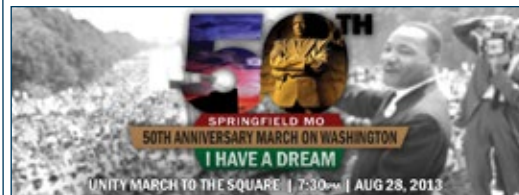
Types of services include re-training, assistance with filing for unemployment benefits and workshops to assist with money management due to job loss, job preparation, resume development, counseling and online application assistance.

Director Mary Ann Rojas says she is working with Regal-Beloit for on-site job fairs, education sessions and other activities to help with the transition in employment.

Community leaders plan celebration of 50th anniversary of 'I Have a Dream'

The Greater Springfield Faith & Race Collaborative invites the community to come together Wednesday, Aug. 28 for a celebration honoring the 50th anniversary of the 1963 March on Washington and Rev. Martin Luther King Jr.'s "I Have a Dream" speech.

The celebration will begin with a unity march to Park Central Square, beginning at 7:30 p.m. on the north side of the Martin Luther King Jr. Bridge.



Parking is available at Jordan Valley Community Health Center and the Municipal Court Building. The march will travel south on Benton Avenue to St. Louis Street, then west on St. Louis to Park Central Square.

At the Square, Mayor Bob Stephens and local faith leaders will offer their respect and perspective of Dr. King's social justice work and share how it affects Springfieldians today.

The evening's program will include the viewing of the iconic speech on a large canvas screen in the Square, and a time capsule will be placed under a monument on the southeast corner of the Square. The monument memorializes three African-American men – Horace Duncan, Fred Coker and Will Allen – who were lynched there in 1906.

"The ramifications, the repercussions of it still exist today," said Mayor Bob Stephens. "There is a tremendous opportunity in Springfield but, in part, we've got to deal with what happened, understand it and make sure nothing like this ever happens again," he added.

Despite the painful reminder, organizers see the event as one to promote understanding and celebrate the messages of Dr. King. They also hope to encourage more diversity in work and educational environments.

The event is hosted by the Greater Springfield Faith & Race Collaborative, along with support from the City; CoxHealth; Council of Churches of the Ozarks; Drury University; Evangel University; ideaXfactory; Mercy; NAACP Springfield; Oke-Thomas & Associates; OTC; Russ RuBert; Springfield Area Chamber of Commerce; Springfield-Greene County Libraries; MSU and DNK Studios.

To volunteer, contact Director of Public Information & Civic Engagement Cora Scott at 417-864-1009 or cscott@springfieldmo.gov.

MILESTONES

35 years

Michael Leffler

Grounds Maintenance

Crew Leader

Public Works - 8/21/78

20 years

April Marler

Animal Health

Technician

Parks - 8/22/93

James Blair

Equipment Operator

Environmental Services

- 8/23/98

15 years

Jerry Brymer

Craftsworker

Parks - 8/15/98

Crystal Higdon

Police Services

Administrator

Police - 8/24/98

Matthew Engel

Truck Company

Captain

Fire - 8/24/98

Andrew Rues

Rescue & Salvage

Specialist

Fire - 8/24/98

James Hattan

Andy Iorg

Firefighter

Fire - 8/24/98

Christopher Barb

James Calhoon

Kevin Cantrell

Tatem Dewitt

Police Corporal

Police - 8/31/98

Robert Baker

Erik Brown

Brian Reeves

Police Officer

Police - 8/31/98

Jason Laub

Charles Vienhage

Police Sergeant

Police - 8/31/98

Everett Kelley

Maintenance

Supervisor

Public Works -

8/31/98

10 years

Karen Dowdy

Supervisor

Workforce Develop-

ment - 8/11/03

Dustin Keyes

Craftsworker

Public Works - 8/23/03

Kelly Green

Plant Superintendent

Environmental Services

- 8/25/03

DeAnn Reynolds

Admin. Assistant

Public Works - 8/26/03

5 years

Catherine Harper

Accounting Clerk

Parks - 8/3/08

Alford Berry

Police Officer

WELCOME TO THE CITY



Front row: Lori Everett, Police; Wanda Young, Planning. **Second row:** John Habibi, Airport; Becky Borthwick, Municipal Court; Rebecca Husney, Health. **Third row:** Jimmy Avant, Parks; Sean Robison, 911; Michael Tucker, P.W. **Back row:** Colten Harris, P.W.; Mark Craft, E.S.; Ferrell Moore, P.W.; Brian Olle, E.S.; Thomas Dean, E.S.

Airport - 8/4/08

Kimberly Batson

Plan Review Specialist

Building Development -

8/18/08

Cyrus Taylor

Community Recreation

Supervisor

Parks - 8/31/08

Welcome

Jan Bruner

Human Resources

Assistant - HR

Tyler Burks

Maintenance Worker

- Public Works

Jennifer Cole

Farm Park Supervisor

- Parks

Mark Craft

Maintenance Worker

- Environmental

Services

Thomas Dean

Plant Operator -

Environmental Services

Angelique Garner

Ashley House

Cristina Postlethwait

Sean Robison

Arthur Schoen

911 Telecommunicator

- Emergency

Communications

Abby Glenn

Community Recreation

Specialist - Parks

Mary Ann Rojas

Director - Workforce

Development

Promotions

Thomas Breashears

Equipment Operator

- Public Works

Steven Webb

Community Recreation

Coordinator - Parks

Melanie Williams

Senior HR Specialist -

HR

Retirements

Joyce Black

Street & Sewer

Inspector

Public Works - 11 years

Robert Davidson

Rescue & Salvage

Specialist

Fire - 25 years

Carolyn Halford

Revenue Technician

Environmental Services

- 13 years

Jan Harmon

Utility Worker

Parks - 11 years

William Odom

Fire Captain

Fire - 18 years

Judy Woods

Custodian

Health - 16 years



FOR SALE

White 24" built-in under the counter GE dishwasher, very good condition for \$75. I have just upgraded to stainless steel. New in 2008 when I bought my house. Call Bonnie @ 818-3070.

2003 Corvette Z-06 (black), 5.7L-V8 LS6/405 HP; 50th yr. anniversary edition; less than 38,000 miles; 6-speed manual; case aluminum wheels; Bose sound system; heads up display. \$28,500. Call Manuel at 851-7681.

REAL ESTATE

House for rent: 2 Bedroom/2 bath large basement and fenced yard. Close to Evangel/OTC. No pets. \$600 per month + deposit. Call 830-3203.

SERVICES

Stephanie Chase Cleaning Service

"Professional House Cleaning"

Licensed and Insured

299-9034 | Stephaniechase18@gmail.com

References upon request.

Smart responsible 14 yr old female. Experienced, CPR trained. Babysitting in your home evenings and weekends. 1 to 3 children. Call 885-1371 ask for Noel

AUGUST BIRTHDAYS

1 Trey Metzelthin
Steven Sweaney
Lori Vandersnick
Michael Wester
Jake Williams

2 Rylee Ackerman
Dorian Bernet
Cynthia Collins
Christopher Connell
Kevin Cross
Rhonda Jeffery
Kyle Knierim
Philip Krebs
Dennis Shook
Christopher Smith
Scott Steck
Kathy Vilas
Jerry Wilson
Russell Wright

3 Dennis Alday
Kenneth Carlisle
Doug Hinkle
Mark Riggins

4 Brandy Atnip
Robert Graham
Annie Routh
Thomas Tyler

5 Anthony Barber
Wilma Eubanks
Corey Fitzpatrick
Klynt Geiger
Jonathan Gugel
Carolyn Hurt
Tim McCrea
Gregory Sly
Bennie Smith
Lonnie Stockdale
Kristopher Tate

6 John Lumb
Allison Magnan
Melissa Ruiz
Miranda Thomas

7 Jerome Coonis
Sharon Felton
Joshua Flynn
Adam Kriegshauser
David Mills
David Moore
Thomas Moore
Melissa Morrison
Aaron Pearson
Diane Raxter
Zachary Schmidt
Michael Wade
Jessica Worthy

8 Ashlee Bradam
Jill Carr
Bradley Dutoit
Scott Hall
Vance Holland
Jane Pike

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Staci Sims
Daniel Tscherny

9 Derrick Anderson
David Carter
Jeff Coovert
Jim Noblitt
Trudy Powell
Alyssa Stelmach

10 Barney Christian
Jeffrey Elliott
Brayden Hutfless
Cindy Jobe
Katrina Otagan
Keith Thompson

11 Teresa Allen
Samuel Engler
Shelby Harris
Dan Jessen
Kathy Marlar
William Mullings
Christy Phillips
Ora Phillips
Adam Rowles
Bradley Stulce
Rose Watson

12 Sean Dronick
Ricky Dunaway
Brandie Fisher
Cory Johnson
Roger Lile
Sharon Matlock
Debbie Moore
Heather Swarengin

13 Brooke Lawley
Gabriel McLaughlin

14 Kari Arington
Jason Booher
Carol Dunn
Jordan Fielding
Benjamin Houston

15 Lisa Addington
Mark Brann
Carol Daniel
Daniel Grzenia
Bill Knuckles
Diana Lung
Jason McCulley
David Scheiderer
Jourdon Springston

16 Evelyn Bell
Brian Chura
Anthony Davis
James Hattan
Timothy Manuel
Ricky Swarengin

17 Jacob Boomgaarden
Jeremy Davis
Sheri Davis
Jenny Edwards
Sterling Forsyth

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Geoffrey Hammer
Greg Higdon
Ashley House
Daniel Rathe
Stanley Sides
Naaman White

18 Mary Anderson
Linda Arnold
Pagellyndarseen Falig
Wendy Gouty
Dee Hawkins
Jan Millington
John Rainford
Bill Spence

19 Brianna Nichols
Jeffrey Nygaard
Jeffrey Prior
Krystal Ray
Marc Thompson
Tiffany Wotring
Ragan Wright

20 Adam Carter
Bill Ingemi
Benjamin Armstrong
Julie Boswell
Jason Marcum
Richard O'Connor
Diana Powell
Marilyn Saab

21 Orel Baker
McKinley Hedrick
Amber Jones

22 Tristan Bates
Tammy Casey
Daniel Conlee
Eric Dayringer
Brittany Gill
Steven Hartman
Paula Leggett
Brooke Obrey
Craig Schmucker
Victor Shelton
Cameron Wolf

23 Daniel Bischof
Brittany Braucher
Brian Dodson
Brandon Flood
Bruce Gorman
Brandon Greene
Kevin Holle
Cheryl Jones
Kirk Juranas

24 Melissa Dickson
Jack Dill
Andrew Furedy
Karissa Gingell
Melissa Haase
Willis King
Theresa McClanahan
Jeremy Ogden
Christopher Wells

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Greg White

25 Jodi Caruthers
Mike Crocker
Karen Dowdy
Wendy Graves
Robert Hawkins
Sheila Miller
Michael Pavia
Kevin Rhoten
Jacy Shaw
Jimmie Stokes

26 Elizabeth Coley
Steven Licis
Troy Phillips
Kenneth Roberts

27 Dustin Donaldson
Dawne Gardner
Pepper Jackson
Pierson Kellogg
Chelsea Maslowsky
Kelby Stuckey
Christopher Welsh

28 David Bartels
Kayla Baur
Kathryn Burks
Autumn Faulkner
Nancy Hoeman
Devin Keeney
Jack Matthes
Kristina Nagrich
Diedrich Stackelbeck

29 Jason Carter
Anita Cotter
Chad Davis
Elizabeth Duncan
Kenneth Franck
Danielle Lowrance
Lisa Miller
Kevin Patton
Taylor Rutledge
Charles Vienhage
Paul Williams

30 Rosa Aviles Gonzalez
Beverly Brackett
Dakota Hurst
David Illig
Brenda Lewellen
Artie Monier
Samantha Olive
Mark Ryan

31 John Green
Patrick Haenni
Kathryn Higgins
Randy Lyman
Regina Maldonado
Daniel Neal
Katherine Roberts
Kenny Scott
Jennifer Thomas

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FOLLOW THE GOLDEN GOOSE

Each week, the Golden Goose is presented from one City employee to another as a way to say "thank you" and recognize fellow employees for a job well done.



I presented the Golden Goose to Brian Athen in Fire for his great work with the City's AED program. I have team taught the CPR course with Brian and he is very committed to the program.

Bill Ingemi
Parks Department



I passed the Golden Goose on to Ellen Friedman in HR. She does an awesome job coordinating candidate testing, interviews and all promotional processes for our department, plus more.

Brian Athen
Fire Department

Rules of the Goose:

1. Present the Golden Goose to a fellow City employee in a different department.
2. You can only keep the Goose for one week.
3. It is highly encouraged that you present the Goose in a way that recognizes them publicly.
4. The Goose must be displayed in your work area for everyone to see. Accompanying the Goose will be a pin that you can wear all week.
5. A log book will document the travels of the Goose. As the Goose moves on, you must list WHO you are presenting it to and WHY. When you give the Goose trophy, please send an e-mail to GooseShepherd@springfieldmo.gov stating to whom you are presenting the Goose and why.

Interested in continuing your education?

Are you interested in furthering your education? Whether you are interested in pursuing a degree or just want to take a few classes, the City encourages continued education and career development through the Tuition Reimbursement Program.

The City is committed to the development of employees and the belief that education is a life-long process which improves self-esteem, enhances work performance and increases career mobility within the organization.

The Tuition Reimbursement Program is available to all regular, full-time employees who have passed their probationary period and are in good-standing. This program provides tuition reimbursement (tuition

costs only) for classes taken at regionally accredited colleges and universities. There are no parameters on the type of classes you can take, as long as they are taken through a regionally accredited institution. Employees may receive up to \$2,500 per fiscal year in reimbursements for eligible classes.

If you are interested in this program, you need to complete the Tuition Reimbursement Application, which can be found on City Share or obtained by contacting the Human Resources Department.

Once you have completed the application and have obtained your department director's signature, the application needs to be returned to Human Resources at least seven days prior to when your class is scheduled to

begin. Applications for reimbursement are accepted on a first come, first serve basis.

As long as funding for the fiscal year is available and you meet the program requirements, your application will be approved.

When you finish your class, you will need to provide Human Resources with a copy of your grades and tuition receipt for reimbursement.

For complete information on the Tuition Reimbursement Program, please read the policy (located on the Tuition Reimbursement Application) or contact Krystal Ray at 864-1914.

Diversity@Work

The Importance of Inclusion

It is no longer enough to do the right thing, but we must also ensure that we are doing things right. It is no longer sufficient to be a place where people work - the workplace itself must be built around the people and give them the support they need.

— Mel Cappe

To be successful, all organizations, including municipalities, are going to realize the critical value of ensuring that their workforces mirror their ever-evolving public. As we consider where we are in embracing inclusion, here are some thoughts that may help us look at our organization and how we can plan for the future:

- Individuals who were formerly viewed as minorities are quickly growing in number. The new majority is the old minority.

In fact, 35 of the top 50 metro areas in America now have a majority of minorities.

- Our workplaces are becoming increasingly global – we are no longer confined by the walls of a building, the borders of a city, state, or even a nation.

If 10 people are sitting around a conference table trying to solve a difficult problem, and all of those people look the same, act the same and have the same basic educational and career background, each will probably have the same idea for a solution – one that any of them could have figured out on their own. Maybe it would be the right solution, maybe not.

Now, if those 10 people each brought to that table differing experiences and circumstances, they'll likely arrive at a solution that not one of them could have

► See Diversity on page 8.

In Brief

Southwest Wastewater Treatment Plant replaces four ozone generators

Southwest Wastewater Treatment Plant staff recently completed an ozone disinfection improvement project.

"This project replaced four Emery Ozone generators that were installed in 1987," said Plant Supervisor Kelly Green. "These generators were capable of producing 800 pounds per day of ozone each, at a concentration up to 3 percent ozone. We replaced them with two state-of-the-art Mitsubishi ozone generators capable of producing 2,800 pounds per day of ozone each, at concentrations up to 12 percent ozone."

Green added that the Southwest Wastewater Treatment Plant is the largest totally ozone-disinfected treatment plant in the U.S., and the new generators are the largest Mitsubishi ozone generators currently available in the U.S.

Airport to add third Florida destination

If you're already thinking about a winter getaway, as of Halloween, you'll have one more Florida destinations to fly to via the Springfield-Branson National Airport: Punta Gorda (about a snowball's throw north of Fort Meyers).

Allegiant already offers direct service to Orlando and Tampa. The new flights to Punta Gorda will operate twice weekly on a seasonal basis, beginning Thursday, Oct. 31, through April 2014. Allegiant will introduce the new service with fares as low as \$89.99 one-way.

In addition to the three Florida

destinations, the airport offers non-stop flights to Atlanta, Los Angeles, Chicago, Dallas/Fort Worth, Denver, Las Vegas and Phoenix. Visit flspringfield.com to book your flight.

First study session held for Field Guide 2030 strategic plan

At a July 30 meeting, **City Manager Greg Burris** and other City leaders presented the first three of 13 chapters of Field Guide 2030, a strategic planning guide to improving the Springfield/Greene County community as a whole.

Chapters presented were on Early Childhood Development, Economic Development and Transportation. Additional chapters will be presented during upcoming study sessions at 6 p.m. Aug. 20, Sept. 3 and Sept. 24 in City Council Chambers at Historic City Hall. View the Field Guide draft online at www.springfieldmo.gov/fieldguidereview.



Tim Roth of SRC Electric discusses the importance of early childhood development at the July 30 meeting. SRC Electric is the "adopting" organization for Field Guide's Early Childhood Development chapter. The adopting organizations will hold the community accountable and grade progress annually.

Do You Know...?

A Q&A of City of Springfield employees. To suggest a colleague for "Do You Know...?", email thescene@springfieldmo.gov.



Justin Wilson

Parks Ranger

What do you feel is the most important thing for people to know about you?

I would be in trouble at home if I didn't say the most important thing for people to know is I will be getting married on Sept. 21.

What is your earliest memory?

My earliest memory is locking my mother out of her car and putting it in neutral; rolling down the drive, across the street and getting the car stuck in the ditch, at 3 years old.

What did you want to "be" when you grew up?

The President or a lumberjack.

What word would you use to describe yourself?

Stubborn.

Where would you like to spend tomorrow?

In a canoe floating down the river catching perch for a fish fry.

What won't you eat? Olives.

From the SCENE archives

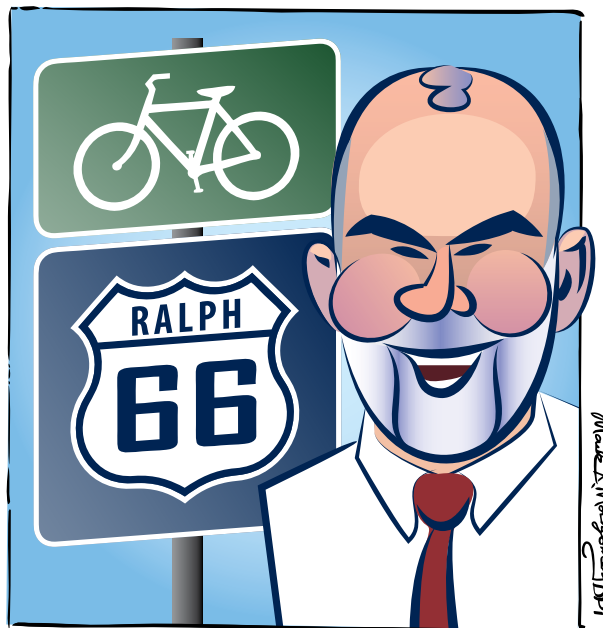
10 years ago – August 2003

Springfield officially established its second Sister City relationship with Tlaquepaque, Mexico, located near Guadalajara, with a population of about 525,000. A delegation from Springfield traveled to a signing ceremony on June 27, 2003. Tlaquepaque is a center for arts and crafts, and is known as the "Soul of Mexico." The Springfield Sister Cities Association has pursued a Spanish-speaking community because of the growth of the Hispanic population in the Ozarks, and the opportunities for business and cultural development.

20 years ago – August 1993

The Springfield Police Department developed and hosted the S.H.A.R.E. Conference June 3, 1993. S.H.A.R.E. stands for Solving Homicides and Reviewing Evidence. Approximately 150 law enforcement officers from seven states attended to learn more about unsolved homicide cases, serial killers, their behavior and use of psychological profiling. This highly successful conference was planned and conducted by Sgt. Dave Asher, Cpl. Doug Thomas, Officer Gerald Dove, Ms. Julie Liciis, and Ms. Terry Thomas.

The SCENIC Route



Planning Director Ralph Rognstad plans to start a crowd-funding campaign to build his own personal bike lane throughout Route 66.



WORKING WITH THE COMMUNITY

Awards & Recognition

To: **Human Resources Director Sheila Maerz**

When I think of greatness in an HR professional, you are one of the first people that come to mind. The City is fortunate to have someone of your competence, leadership excellence, vision, intelligence and ethics leading the City's HR department into the future. You are an inspiration to all of us to zealously pursue excellence in all we do. I'm honored and grateful that our paths crossed several years ago. I wish you continued success and many professional and personal achievements in the years ahead.

With kindest regards,
Perry Epperly, SPHR
Greene County Family Court Administrator/Chief Juvenile Officer

To: **Barbara Lucks** and the Department of Solid Waste Management

Habitat for Humanity would like to thank you for your assistance in the donation of fiberglass insulation that will go towards the construction of local Habitat homes. Your support through this donation means a great deal to us.

Donations of building materials directly to our construction program allows us to stretch our budgets and build more homes for families in need. Your program is much appreciated and has been the largest single donation of insulation in our 25-year history in Springfield.

From the staff and our Habitat owners past, present and future, we thank you.

Sincerely,
Chris Houghton
Operations Director,
Habit for Humanity, Springfield

To: **Tana Pulles, Environmental Services**

Thank you so much for donating time to our classes. Your presentations were awesome and your interaction with the kids rocked!

Willard Middle School Science Dept.

To: **Police Officer Kelly Castenada**

I had to report a stolen a/c unit and tried online, but the dispatcher said I needed to meet with a police officer at the location. Officer Castenada was there when I arrived, and I admired his professionalism in spite of the extreme heat, pesky bugs, and curious neighbors. I know he has more important things to do, but I was thankful he helped us, and the neighbors were glad to see him around. May God bless all our police officers and emergency workers.

Kristin Coleman

Diversity from page 6.

determined individually. And more often than not, that solution would be stronger. Put simply, America's economic success requires us to capitalize on the talents of all segments of the population, and the responsibility for making that happen must be shared.

Often the best solution is one that represents an amalgam of

opinions and insights rather than the one that approaches the problem from only one angle. That's because an inclusive workforce is a stronger workforce. And it is an essential step toward developing a stronger organization, one where every person has opportunity to participate in idea sharing and continuing improvement.



Airport Director of Aviation Brian Weiler, PIO/CityView Production Manager Vince Crunk and 911 Emergency Communications Director Zim Schwartz unwind with a trike race at the July 16 Springfield Cardinals game.



Public Works and Environmental Services staff accept the American Association of Public Works accreditation award from APWA Board Director - Region VI Larry Stevens, P.E., PWLF, at a presentation ceremony at the July 30 City Council meeting.
Photo provided by Amos Bridges, Springfield News-Leader.



inBalance News and Updates

Health Risk

Assessment Results

47% of eligible employees participated in the 2013 HRAs (up from 44% last year)! Way to go everyone and thank you for participating!



HRA Prize Drawing Winners

HRA participants were entered in a drawing for a \$30 Parks Department Gift Certificate, with one winner drawn at each of the 17 HRA dates. The winners are listed below! If your name is on the list and you haven't received your gift certificate, please contact Emily Hegg at 864-2077.

Winners: John Stowe (Police), Brian Thompson (Fire Station #10), Doug Chadwell (Fire Station #7), Jefferson Wood (Health), Devin Danwart (Public Works), Aaron Roy (Fire Station #8), Barney Christian (Environmental Services), Kaylee Friend (Police), David Tscherny (Fire Station #1), Pam Long (Finance), Patrice Hanes (Workforce Development), Kesha Schreiber (Parks), Uli Gulje (Fire Station #2), Sean Kennedy (Police), Ryan Bowling (Fire Station #10), Julie Vaughan (Law), Matt Robinson (Police).

inBalance Website

Looking to find out what your HRA results mean? Want to know what kind of wellness events are coming up? Make sure to frequent www.springfieldmo.gov/inbalance to find out!

inBalance Day at the Cardinals

609 City of Springfield employees recently attended the special inBalance Day at the Springfield Cardinals! Fun was had by all, especially our lucky first pitch winners Eric Reece (Police) and Jim Cox (Environmental Services), and by our skilled trike racers: Zim Schwartz (911), Brian Weiler (Airport), Vince Crunk (PIO), Chelsea Kimzey (Purchasing), Chris Yankey (Airport), and Josh Oldham (son of Terri Oldham, Health).



***Check out the inBalance website's wellness calendar for another City of Springfield Cardinals promotion!**

inBalance United Way Fundraiser

inBalance will be sponsoring a team walking challenge during the month of September to raise money for the United Way. More details will be available in the upcoming weeks – stay tuned!

Quick Health Fact

- In the 2012 Annual Health Report, the state of Missouri is ranked 42nd in terms of general overall health.



What Is A 457 Deferred Compensation Plan and How Does It Work?

A 457 Deferred Compensation Plan is a supplemental retirement savings program that allows you to make contributions on a pre-tax basis. Federal and state income taxes are deferred until money is withdrawn, usually during retirement when you may be in a lower tax bracket.

What are the benefits of participating in a 457 plan?

- You reduce your current income taxes while regularly investing for retirement.
- Your earnings accumulate tax-deferred.
- The City of Springfield will contribute \$10 each pay period when the employee contributes \$10.
- You may be allowed to make additional “catch-up” contributions if you are 50 (or older) or within three years of your normal retirement age and already are contributing the maximum to your plan.
- If you change jobs, you have the flexibility to transfer your account balance into your new employer’s retirement plan.
- If you retire or leave employment with the City early, there is no penalty for early withdrawals. However, you will pay taxes on the amount you withdraw from your account.

Other advantages of the City of Springfield 457 Plan that is administered by ICMA-RC:

- You can increase, decrease, stop and restart contributions as often as you wish without fees or penalties.
- You may choose a wide range of investment options. There are no minimum investment requirements.
- There is no time period in which to vest in this plan. The money you invest plus the City contribution on your behalf is your money from the date of deposit.
- Your designated beneficiaries are entitled to receive all remaining funds in your account in the event of your death.
- You have very flexible withdrawal payment options available. You determine the payment schedule that is right for you.
- You control the investment allocation now and during your retirement years.

(See back for more details and contact information!)

Keep in Mind:

- There are strict IRS code limits on the amount you may contribute each year. For 2013, the annual maximum is \$17,500. However, if you are age 50 or older in 2013, you may contribute an additional \$5,500 for a total 2013 maximum contribution amount of \$23,000. This is known as the “Age 50 Catch-Up. The one time 3-year Catch Up prior to retirement, currently allows an annual maximum contribution of \$35,000 and requires an enrollment application.
- *It’s easy to enroll.* Packets are available at the HR front desk in the Busch Building.
- If you are already participating in the Deferred Compensation Plan, *it’s easy to increase your contributions by completing a change form* in the HR Department. You may also print the change form on CityShare (click on Human Resources at the top of the page, then on Human Resources, then Forms, then ICMA Change Form). Just complete the form and send it to Human Resources.

ICMA-RC’s website offers a wide range of detailed information. Just point your browser to <http://www.icmarc.org>. If you are currently a 457 Plan participant, you may wish to access your account on-line at the ICMA website. There are planning and forecasting tools available including access to Morningstar Advisor. This is a benefit available to ICMA plan participants that others pay a fee to access.

If you have questions about this benefit, you may contact Peggy Thompson, Senior Human Resources Specialist, at 864-1608 or via the City’s e-mail. In addition, watch your e-mail for notice about future dates when Paula Schnoebelen, ICMA Retirement Plans Specialist, is available for individual consultation on site at City locations. You may also contact Paula directly at 866.328.4676.

It’s never too late to enroll or increase your retirement savings! Remember, a little saved from each paycheck over a long period of time can have big results!